



SPRING 2002

# The Army ACQUISITION & TECHNOLOGY WORKFORCE

## Claude M. Bolton Jr. Brings Right Mix of Experience to the Table

The Honorable Claude M. Bolton Jr., Assistant Secretary of the Army (Acquisition, Logistics and Technology) (ASA(ALT)) and Army Acquisition Executive (AAE), brings a particularly appropriate mix of experiences to the position at a critical time in the Army's transformation. As former Commandant of the Defense Systems Management College, Mr. Bolton has a thorough appreciation of the importance of a well-trained and educated Acquisition and Technology Workforce (A&TWF) to the warfighter and the Army as a whole. During his tenure, the Defense Systems Management College was hailed as a center of excellence in program management education, training, and research. In the acquisition arena, Mr. Bolton was the first Program Manager for the Advanced Tactical Fighter Technologies Program which evolved into the F-22 System Program Office. He served as the Deputy Program Director for the B-2 System Program Office and Program Director for the Advanced Cruise Missile System Program Office. He also served as special assistant to the Assistant Secretary of the Air Force for Acquisition and as Director of Requirements at Air Force Materiel Command headquarters. In addition, Mr. Bolton served as the Program Executive Officer for Air Force fighter and bomber programs with the Office of the Assistant Secretary of the Air Force for Acquisition. Also a command pilot with more than 2,700 flying hours in more than 30 different aircraft, Mr. Bolton was a test pilot for some of America's best aircraft—the F-4, F-111, and the F-16. During the Vietnam War, Mr. Bolton flew 232 combat missions, 40 over North Vietnam. Most recently, Mr. Bolton was Commander of the Air Force Security Assistance Center, Headquarters Air Force Materiel Command, Wright-Patterson Air Force Base, OH. There, he managed foreign military sales programs with totals exceeding \$90 billion that support more than 80 foreign countries.



**Claude M. Bolton Jr.**  
Assistant Secretary  
for ASA(ALT) and AAE

Mr. Bolton received his commission in the Air Force in 1969 through the University of Nebraska's Air Force Reserve Officer Training Corps Program, where he was honored as a distinguished graduate. He holds a bachelor's in electrical engineering from the University of Nebraska at Lincoln; a master's in management from Troy State University, Troy, AL; and a master's in national security and strategic studies from the Naval War College, Newport, RI. His military honors include the Defense Distinguished Service Medal with Oak Leaf Cluster (OLC); the Legion of Merit; the Distinguished Flying Cross with OLC; the Meritorious Service Medal with two OLCs; the Air Medal with 16 OLCs; the Vietnam Service Medal with three service stars; the Republic of Vietnam Gallantry Cross; and the Republic of Vietnam Campaign Medal.

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#### Volume 4, Number 3

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## From the Desk of COL Fuller

I have a personal philosophy—make a difference daily. I've been doing my best to live up to that these past few months. In light of our recent reorganization, the entire Acquisition Support Center (ASC) staff has been busy identifying our various missions and functions, what we need to do, and what we don't need to do. I'm particularly concerned about unnecessary duplication of efforts. Integrated Process Teams have been formed to address these issues as well as strategic planning. Other priorities include budget issues, implementing the Program Executive Office (PEO) reorganization, obtaining more program manager involvement and buy-in for our programs, and laying out our plans for communicating the value of acquisition to non-acquisition workforce members, particularly the warfighter. We will keep you informed on the progress of all of these issues as it occurs.

The best way for you to help us achieve success in these areas is to take advantage of the various career development training and experiences available to you. This is now more critical than ever before. We need to be very clear about our priorities and focus on them so that we become better at what we do. I recently had the opportunity to spend some time with members of the 1998 Competitive Development Group (see photo on page 10) and to learn about their valuable experiences. Talk with your Acquisition Career Manager (ACM) about the CDG and other developmental programs. Discuss and plan for your next career development steps not only to help yourself, but ultimately to help the soldier in the field by honing your acquisition skills.

Your ACM and regional Customer Support Office (CSO) are your primary sources for career management information. Contacts can be found on the Army Acquisition Corps (AAC) home page, which has a new look and offers a lot of useful information. Visit it regularly. *The A&TWF Newsletter* is also a key informational tool for you. Read it. It is currently available in hard copy and online on the AAC home page. In this issue, you will read about noncommissioned officers in acquisition and get the latest information on what's happening in your region. Be sure to read the feedback from the most recent Acquisition Tuition Assistance Program Selection Board (page 3) as well as the regional "Kudos to" sections (pages 4 and 6). Make it a point to congratulate anyone you recognize on a job well done. This newsletter is a two-way communication tool—send any comments or ideas you have to the address listed on the last page. Your feedback is essential if we are to succeed. I truly believe there are very few problems we can't solve if we work together.



Mary Fuller  
Colonel, SC  
Director  
Acquisition Support Center

## Regional Focus—*National Capital and Central Regions*

### Site Visits

The National Capital Region (NCR) and the Rock Island Customer Support Offices (CSOs) have been busy visiting many of the local and distant organizations within the region. These visits not only provide an opportunity for your organization to gain information on initiatives and opportunities within the AAC, but they also help the CSOs to better understand the needs and desires of the workforce. If we have not yet visited your organization, we would appreciate the opportunity to do so. Please contact Anne Galway at (703) 805-1069, DSN 655-1069, [Anne.Galway@aaesa.belvoir.army.mil](mailto:Anne.Galway@aaesa.belvoir.army.mil), to schedule a visit for the NCR and Christi Steiner, (309) 782-3299, DSN 793-3299, [SteinerC@osc.army.mil](mailto:SteinerC@osc.army.mil), to schedule a visit for the Rock Island area.

### Training

If you are interested in any of the following Regional Training Program courses offered in the NCR, please contact Anne Galway, (703) 805-1069, DSN 655-1069, [Anne.Galway@aaesa.belvoir.army.mil](mailto:Anne.Galway@aaesa.belvoir.army.mil), to register.

COURSE	DATE	LOCATION
Senior Rater Potential Evaluation	May 8	Fort Belvoir, VA
Personal Career Journey in the Workplace	May 8	Fort Belvoir, VA
Marketing Yourself	May 9	Fort Belvoir, VA
How to Lead a Team	May 21	Alexandria, VA
Surfing the Swamp (Conflict Management)	Summer	Germany

For more information on regional training, visit the NCR web site at [http://dacm.rdaisa.army.mil/ncr\\_region/index.htm](http://dacm.rdaisa.army.mil/ncr_region/index.htm).

## Regional Focus—*National Capital and Central Regions*

### Continuous Learning Point Reports

Continuous Learning Points are a requirement for all members of the A&TWF who have achieved certification requirements stipulated by their current position. Each individual must obtain 80 Continuous Learning Points every two years subsequent to certification.

The NCR and Rock Island CSOs will provide a report to each command on the progress of each individual within command organizations. These reports will be issued to each command by June 3, 2002. If you need to update your Individual Development Plan with your Continuous Learning Points, please do so no later than May 17 because reports will be put together right after that date. These reports are provided as a service to your organization so management can gauge how well their organization is doing in meeting the mandatory training requirements. Please contact your NCR or Rock Island ACMs or CSOs if you have any questions or if specific information is desired to be included in the reports.

## ATAP Board Offers More Feedback

*Submitted by Anne Galway  
NCR Acquisition Career Assistant*

Following is some important feedback from the second Fiscal Year 2002 (FY02) Acquisition Tuition Assistance Program (ATAP) Selection Board held in February. This information, along with feedback from the October Board published in the last issue of *The A&TWF Newsletter*, represents the general consensus of Board members as to what needs to be improved upon in future ATAP applications. There are also recommendations for strengthening future application packages.

The Board noted that in many cases the educational opportunity requested was not balanced with certification progression in the applicant's primary career field. As was the case in October, many Acquisition Career Record Briefs (ACRBs) showed limited or no Defense Acquisition University (DAU) training. It is highly recommended that future ATAP applicants take DAU courses and other training that fulfills certification requirements or enhances leadership skills prior to applying to the ATAP Board. It is important to note that applicants who possessed multiple certifications were recognized for their initiative and breadth of experience. Also, many applicants had not yet met the 12/24 business-hour requirement. The business hour requirement should be met prior to requesting funding for an undergraduate degree.

***The ATAP is an educational opportunity that reflects an investment by the Army.***

The Board noted that in some cases the Senior Rater Potential Evaluation (SRPE) did not appropriately address an applicant's future potential. The SRPE is not a statement of work but rather a document that addresses the future potential of an acquisition professional. The care that a rater took in highlighting this potential was an important factor that the Board took into consideration when evaluating the appropriateness of the training request. Supervisors need to be aware that highlighting an employee's potential has an impact on Board ratings. This is also true for supervisory comments on the ATAP application form. The Board noted that many of these sections were left blank or did not adequately reflect the applicant's potential. Again, supervisors are strongly encouraged to take the time to fill in this important section so that their employees are offered the maximum opportunity for selection.

There were inconsistencies on ACRBs and accompanying resumes with regard to employment dates. It is strongly suggested that each applicant take the time to ensure that the employment history in Section IX on the ACRB matches the resume. Also, attention must be paid not only to resume content but to grammar and typographical errors as well. In addition, there were gaps and missing information on the ACRBs. It is suggested that future ATAP applicants pull their ACRB from the AAC home page at <http://dacm.rdaisa.army.mil>, update it, and submit it to their ACM for review and formal updating.

***The ideal ATAP candidate is one who is making progress towards certification requirements for their position in their primary career field, and one who requests the appropriate educational opportunity for career progression that meets the needs of the Army.***

***The Board will only come to know you through your application. Inconsistencies may cast doubt on the validity of the data submitted. You will not have a chance to explain inconsistencies. Also, gaps and missing information on the ACRB give the impression that you do not pay attention to detail. It is very important that you complete and submit a well put-together application package.***

## Regional Focus—Northeast and Central Regions

### Staff Highlights

The Tank-automotive and Armaments Command (TACOM) Warren, MI, CSO is pleased to welcome back **Bob Sivalelli** as an ACM. Bob returned to the Northeast Region CSO effective March 24, 2002. He was the first Acquisition Workforce Support Specialist for this region, serving from August of 1997 to June of 2000, before moving on to a business management specialist position in TACOM's Acquisition Center. Bob has a master's degree in public administration from Central Michigan University in Mount Pleasant and a bachelor's degree in media communications with a business management minor from Oakland University in Rochester, MI. He also holds a Level III certification in Contracting, a Level II certification in Program Management, and is a member of the Corps Eligible Program. You can reach Bob at (586) 574-6196/6276, DSN 786-6196/ 6276, [SivalelR@tacom.army.mil](mailto:SivalelR@tacom.army.mil).

### Kudos to ...

**Gail Clements**, Lead Contract Specialist for the Communications-Electronics Command (CECOM) Acquisition Center at Fort Monmouth, NJ, was recently inducted into the Honorable Order of St. Barbara. This award honors individuals who have demonstrated the highest standards of integrity, morals, and character; displayed an outstanding degree of professional competence; and served the Field Artillery in a manner clearly recognized as exceptional by their subordinates, peers, and superiors.

Congratulations to **Deborah Devlin**, CECOM's Deputy Chief of Staff for Personnel, winner of the 2001 Department of Army William H. Kushnik Award. This prestigious award is presented to the Army human resources professional who has made the most valuable and creative contributions to the Army's civilian human resources management program. Debbie was recognized for overseeing a two-year effort to replenish and revitalize the CECOM workforce via a comprehensive hiring effort and a more focused and systematic training program. Her efforts in these areas have come to be regarded throughout the Army as benchmarks of excellence.

Congratulations to **Michael Farrell**, winner of the FY01 Frank S. Besson Award in the intern category. This award, sponsored by Headquarters, U.S. Army Materiel Command, was established in honor of General Frank S. Besson, the Army Materiel Command's first commander, in recognition of his life-long achievements in the acquisition field. Mike was recognized for his dedication, professionalism, and his outstanding contributions to the All Source Analysis System-Light and Defense Travel System Programs. Mike currently serves as a contract specialist at the CECOM Acquisition Center.



**David Foster**

Congratulations to **David Foster**, Chief of the Construction Branch of the Corps of Engineers Grand Haven Area Office, Detroit District, MI, who was presented with the Commander's Award for Civilian Service in January 2002 for outstanding achievement. David was recognized for managing six of the seven largest construction projects in the Detroit District since the Soo Locks (St. Marys Falls Canal, Sault Ste. Marie, MI) were built in 1855. He was also recognized for his supervision of general construction, military, and reimbursable contracts from Indiana to Michigan.

**Ross Kittleman** is another Corps of Engineers employee in the Detroit District's Grand Haven Office who received a recent award—the Commander's Superior Civilian Service Award given for outstanding accomplishments. Ross was recognized for a Federal service career spanning more than 38 years, most as the Area Engineer for the Grand Haven Area Office. It was also noted that Ross was supportive of labor management, process improvements, partnering, and a commitment to excellence. Congratulations are also due Ross on his retirement in February.

Congratulations to **Kim Shelton Sharpless**, a contract specialist with the Military District of Washington/Fort Hamilton, Brooklyn, NY, on a three-fold success ... she recently achieved Level III certification in Contracting, obtained Corps Eligible status, and received a master's in information research management from Central Michigan University at Fort Hamilton.

**Kathleen Walk** recently won the Priscilla Ransohoff Memorial Award for 2001 in recognition of her career-long reputation for assisting, encouraging, and motivating CECOM Acquisition Center personnel as they have made their way through their careers. This award was established in memory of Dr. Priscilla B. Ransohoff, a founding member of Federally Employed Women and a tireless advocate for women's rights and the disabled. Kathleen is Chief of the Acquisition Workforce Development Group.



**Ross Kittleman**

Congratulations to **James Mackiewicz**, Project Officer for the Interceptor Body Armor Small Arms Protective Insert and **Janice Knowlton**, U.S. Army Soldier and Biological Chemical Command Manufacturing Technology (ManTech) coordinator at the U.S. Army Natick Soldier Center in Natick, MA, who were among the winners of the third annual Defense Manufacturing Technology Achievement Award. They won for their Enhanced Manufacturing Processes for Body Armor Materials. James and Janice identified, developed, and implemented several economical production processes for two ceramic armor materials used in protective armor plates. The ManTech Program strives to achieve a world-class manufacturing capability to affordably meet the warfighters' needs throughout the defense system life cycle. This annual award recognizes individuals responsible for outstanding technical accomplishments that help to realize this goal.

*Northeast and Central Regions, continued on page 5*



## Regional Focus—Northeast and Central Regions

Northeast and Central Regions, continued from page 4



**Carl Platz**, Project Engineer, and **James Schulz**, Construction Representative for the Corps of Engineers Grand Haven Area Office, Detroit District, each received the Achievement Medal for Civilian Service in November 2001. Carl and James were recognized for exemplary performance and superb engineering and construction know-ledge essential to the on-schedule completion of a \$9.4 million world-class U.S. Army Reserve Center in Walker, MI. Here, Carl (left) and James (right) are shown with LT General Thomas Plewle (center), U.S. Army, Chief, Army Reserve, at the event honoring their achievement.

### Training

Contact your ACM for more information on any of the following scheduled leadership training courses:

COURSE	DATE	LOCATION
Reducing Stress in the Workplace	May 14	Natick, MA
Facilitative Leadership	May 22-23	Fort Monmouth, NJ
Building a Productive Workplace in Tough Times	July 2	Fort Monmouth, NJ

### Fort Monmouth NCMA: A Chapter on Success

**Submitted by Ron Backes**  
**Contracting Officer**  
**CECOM Acquisition Center and**  
**President**  
**Fort Monmouth Chapter NCMA**

The National Contract Management Association (NCMA) is the association of choice for individuals in government and commercial contracting careers. The NCMA's objective is to foster mission success through professional excellence. Recently, the Fort Monmouth area chapter was recognized nationally for its strong and diverse membership, dedicated leadership, and effective programming. The chapter was the National First Place Winner (Category 2) of the Walter R. Graalman award Program Year 1999-2000 and winner of the Quality Chapter award for the 2000-2001 Program Year. The chapter regularly attracts notable speakers and has consistently provided outstanding programs for continuing professional development such as the Digital Contracting Workshop and the Performance Based Service Contracting presentation in cooperation with the Naval Postgraduate School. The chapter reached beyond the traditional government contracting community this past year to form strategic alliances with local universities. Through NCMA involvement, students from Monmouth University and Georgian Court College, Lakewood, NJ, received educational and career development opportunities that translated into college credit under cooperative education programs sponsored by the schools.

The Fort Monmouth NCMA chapter is committed not only to the profession and to developing the leaders of the future, but also to the community. In the wake of the Sept. 11 tragedy, the chapter donated \$1,000 to the New York City Firefighters Survivor Education Fund. In addition, the chapter joined other professional organizations at Fort Monmouth to purchase phone cards for troops stationed there who were unable to be with their families over the holidays.

"The Fort Monmouth NCMA chapter has given rise to outstanding leaders within the local and national NCMA and throughout the contracting profession," says chapter President **Ronald Backes**. "The organization functions on the energies of its members and thrives on the dedication and drive of its leaders—people like **Edward Elgart**, **Alex Matejka**, **Kevin Loesch**, **Regina Venezia**, **Julianne Magee**, **Michael Ellis**, **Lori Sakalos**, **Celeste Osenenko**, and **Valerie Missett**. These people not only possess ideals, values, energy, passion, and focus, but they also have the practical skills to make them effective. We will continue to create and develop high-performance teams that focus on mission success and teach others to lead."

### RDAP Update

**Submitted by Jim McCarthy**  
**NE Region ACM**

The Northeast and Central Region Rotational Developmental Assignment Program (RDAP) will be piloted at Fort Monmouth, and plans are in place to export it to other locations in the future. In January, we canvassed the Fort Monmouth population for potential developmental opportunities for future Fort Monmouth RDAP participants. CECOM organizations submitted eight potential developmental assignments for our consideration -- five in the Systems Planning, Research, Development and Engineering acquisition career field and three in the Contracting career field. The PEOs are currently working on our request for additional developmental opportunities. In order to commence implementation efforts, we will require at least 10-20 available developmental opportunities. Stay tuned for further developments. For more information on the RDAP, contact the following:

- Fort Monmouth, NJ—Jim McCarthy, (732) 427-1695, DSN 987-1695, **James.McCarthy@mail1.monmouth.army.mil**
- Picatinny Arsenal, NJ—Celeste Goodhart, (973) 724-6202, DSN 880-6202, **Goodhart@pica.army.mil**
- Natick, MA—Diane Nyren, (508) 233-4899, DSN 256-4899, **Diane.Nyren@natick.army.mil**
- Warren, MI—Bob Sivalelli, (586) 574-6196, DSN 786-6196, **SivalelR@tacom.army.mil**

## Regional Focus—Southern and Western Regions

### DAU in Southern Region's Backyard

**A**&TWF members in the Southern Region can now attend Defense Acquisition University (DAU) classes right outside Redstone Arsenal in Huntsville, AL, where a new campus opened in February. The 22,500 square foot facility houses 62 staff and faculty members who teach a wide variety of courses in contract management, logistics, business, and technology. The new six-week Program Management Office Course (PMT-352) is also offered. This course replaced the former 14-week Advanced Program Management Course (PMT-302) required for Level III certification in Program Management (see article on page 9 for more information).

DAU staff and faculty focus on teaching, research, and performance support (e.g., targeted training, consulting, and agency partnering). One of their top priorities is to stay current on major issues and the specific needs of the workforce in the Southern Region. DAU officials consider this new campus a boon for their transformation of acquisition training initiative because it provides products and services to a large segment of the A&TWF. According to James McCullough, Dean of the DAU South Region, "This is a dramatic step for the transformation of the Department of Defense acquisition workforce ... DAU South Region will be on the leading edge of that transformation" because it has reengineered many of its courses and expects an influx of over 50 percent of the workforce over the next five years.

The new DAU South Region campus is located outside Redstone Arsenal (Research Blvd., Gate #9) at 6767 Old Madison Pike, Building Number 7, Huntsville, AL. For more information, visit the DAU web site at <http://www.dau.mil> or contact Teresa Ortiz, Associate Dean for Outreach, (256) 722-1008/1100, DSN 788-1008, [Teresa.Ortiz@dau.mil](mailto:Teresa.Ortiz@dau.mil).

Barbara Mroczkowski, Assistant Commandant, Army Logistics Management College (middle left); James McCullough, Dean, DAU South Region Campus (middle); and COL (P) James Moran, USA, Commandant, DAU, cut the ribbon for the grand opening of DAU's campus in the Southern Region. Teresa Ortiz, DAU South Region Associate Dean of Outreach, looks on (far left).



### Training

**Mission to the STARS** (Scientific Task Force of Americans Residing in Space): "Leadership for Critical Times," April 29–30 and May 20–21 Huntsville, AL

For a complete listing of training courses offered in the Southern and Western Regions, visit <http://southernregion.redstone.army.mil>.

### Kudos to ...

The **Corpus Christi Army Depot**, Corpus Christi, TX, was awarded a Gold Certificate of Excellence by the Federal Aviation Administration in December 2001 for its dedication to pursuing aviation maintenance training for its workforce.

Congratulations to **BG (promotable) John Holly** who was recently named the System Program Director for the newly established Ground-Based Midcourse Defense Joint Program Office, Missile Defense Agency, Huntsville, AL.

**Jamie Martin**, an electronics engineer in the Production and Configuration Management Division of the Lower Tier Project Office at PEO Air and Missile Defense received the sixth annual Robert B. Tarquine Value Engineering (VE) Achievement Award. She was successfully nominated because of her aggressive application of the VE methodology on the Patriot Remote Launch Communication Enhancement Upgrades and the Patriot Switch Multiplexer Unit programs. The award, named after the late Robert B. Tarquine who was a key contributor to the early success of the command's VE program, is presented annually by the Aviation and Missile Command VE Office to a key individual for outstanding achievements in VE.

Kudos to **Tom Reynolds**, Manager, Army Aviation and Missile Command VE and Life Cycle Cost Reduction, Research, Development and Engineering Center, Army Materiel Command (AMC), Redstone Arsenal, AL, for receiving one of the command's Ten Outstanding Personnel of the Year Awards in November 2001. Tom won because of several initiatives he managed that saved over \$100 million and brought over \$20 million to Redstone Arsenal. Also, Tom was recently awarded both the AMC VE Achievement Award and the DOD VE Achievement Award in the Special Initiative Individual category. Of special note were Tom's contributions to developing and executing a methodology to perform VE in performance specification contracts.

In the Winter 2002 issue of *The A&TWF Newsletter*, an article was printed about the winner of the 2001 Alabama Quality Award. We failed to mention that the **Space and Missile Defense Command Ballistic Missile Targets Joint Project Office** was the overall Acquisition

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## Regional Focus—*Southern and Western Regions*

*Southern and Western Regions,  
continued from page 6*

Process Improvement Campaign winner for the command and the overall winner of the 2001 Alabama Quality Award for the Service Sector. The project office was specifically recognized for its efforts toward continuous improvement in acquisition processes. We apologize for this oversight and congratulate the Ballistic Missile Targets Joint Project Office on a significant achievement.

Congratulations to the following organizations that received the AMC's VE Achievement Awards in December 2001: Field Command—**Aviation and Missile Command**, Huntsville, AL; Installation—**Letterkenny Army Depot**, Chambersburg, PA; Contractor—**Fabritech**, East Alton, IL; and Program Executive Office—**PEO Tactical Missiles**, Redstone Arsenal, AL. The following Huntsville area organizations received VE award plaques for achieving their FY01 savings goal: **Lower Tier Air and Missile Defense Project Office**; **Multiple Launch Rocket System Project Office**; **Integrated Materiel Management Center**; **Army Tactical Missile System-Brilliant Anti-Armor Submunition Project Office**; **Close Combat Anti-Armor Weapon System Project Office**; **Javelin Project Office**; **Theater High Altitude Area Defense Project Office**; **Research Development and Engineering Center**; **Aviation Electronic Systems Project Manager's Office**; **Corporate Information Center**; **Test, Measurement and Diagnostic Equipment Program Office**; **Fixed Wing Product Management Office**; **Short-Range Air Defense Project Office**; **Corpus Christi Army Depot**; and **Letterkenny Army Depot**. The Team Redstone VE efforts saved \$244.5 million in FY01; 305 percent of its \$80 million goal!

The AMC's FY01 Operations and Support Cost Reduction Awards were presented to the **Lower Tier Air and Missile Defense Project Office**, PEO Air and Missile Defense, and the **Integrated Materiel Management Center**, Army Aviation and Missile Command. The 10-year field savings for three of five approved projects in 2001 are estimated to exceed \$19.2 million. The other two projects realized a field savings of \$20.2 million. In addition, there were six Operations and Support Cost Reduction projects implemented in FY01 that have a 10-year projected field savings of \$133 million.

### Lumer Wins Service Award

Congratulations to the Space and Missile Defense Command's (Huntsville, AL) very own **Mark Lumer** for receiving a Meritorious Service award at a ceremony where President George Bush honored leading members of the Senior Executive Service in late 2001. The criteria used to evaluate senior executives for this award are leading change, leading people, being results driven, having business acumen, and building coalitions/ communications. Basically, Mark received the award because he runs the lowest cost contracting office operation in the U.S. He explains, "The metric we use is, 'What does it cost us to purchase one dollar's worth of goods or services?' We hit .0027 cents. That's better than anybody in the federal government. The Army average is 1.1 cents. The best industry does is the automotive industry which gets .0030 cents. So, according to statistics developed by Arizona State University, we're the most efficient contracting organization in the U.S. government or industry." In addition, the command has never lost a protest (an objection by a contractor or a company that they haven't been treated fairly) in almost 45 years. They haven't even received a protest in five years. Mark adds, "Be effusive in praise of the Space and Missile Defense Command and the folks that work here." *Excerpted from an article by Jonathan Pierce, The Eagle, Huntsville, AL, February 2002.*

### New Program Management Training Track

The 14-week Advanced Program Management Course offered by the DAU is being replaced by the new Program Management Office Course (PMT 352). This new program management training track starts with distance learning (PMT 352A) followed by six weeks of classroom training (PMT 352B). The Advanced Program Management Course will no longer be offered after the May 2002 session. Register for PMT 352 just like any other DAU course using the Army Training Requirements and Resources System Internet Training Application System (AITAS) at <https://www.atrrs.army.mil/channels/aitas>. In addition, the new 10-week Program Managers Course (PMT 401), currently in its pilot stage, will be required for potential Acquisition Category I/II program managers/deputy program managers (GS 14/15s and 05/06s). PMT 401 is not required for those who have already taken PMT 302. For more information on these courses, visit the DAU's web site at <http://www.dau.mil>.

### Ponder this ...

*"I long for peace. But I also understand that if we do not lead the world against terror, that your children and our grandchildren will not grow up in a society that is as free as the society we have today. Freedom is the precious gift that one generation can pass to the next. It is a gift and a promise that I intend to keep to the American children."*

**George W. Bush**



## Workshop Energizes ACMs

The ACM Quarterly Workshop, a key forum for career development information exchange and A&TWF issue resolution, was held Jan. 29–30 in Huntsville, AL. According to **LaVerne Kidd**, Southern Region ACM and one of the primary organizers of the workshop, “This event fostered a renewed focus and energy for all the ACMs.”

Presenters at the workshop provided informational updates on acquisition career management initiatives, programs, policies, and procedures and candidly addressed many of the issues the ACMs face daily such as AAC and Corps Eligible membership requirements, meeting certification standards, and hiring policy. Maxine Maples-Kilgore, Southern and Western Regional Director for Acquisition Career Management and workshop host, opened the event saying, “This workshop will be an excellent forum for the ACMs and the ASC leadership to get the latest on the issues facing the A&TWF. The information to be gained from the presenters and the open dialogue will enable the ASC to improve the overall support to our customer—the A&TWF.” COL Mary Fuller, Director of the ASC, addressed the group saying that keeping top-level managers informed of acquisition issues and demonstrating the value of the A&TWF to the warfighter are her top priorities. At the end of the workshop, COL Fuller expressed her increased appreciation for the CSOs, ACMs, and support specialists and the challenges they face every day in the career management and development of the A&TWF. LaVerne said ACMs left feeling encouraged and ready to get back to work, knowing they are supported. “This is good not only for us (the ACMs), but also for the workforce as a whole.” Sandy Long, NCR Regional Director for Acquisition Career Management commented, “Everyone agreed it was an eye-opening experience and that it will help them better assist applicants in their regions.” Kelly Terry, Northeast Regional Director for Acquisition Career Management, thought the workshop was very successful for several reasons saying, “I found the opportunity to network and share experiences face-to-face with other acquisition professionals was the most beneficial of all learning experiences I have had. I look forward to the opportunity to meet with our ASC and regional counterparts on a more regular basis.”



Quarterly ACM Workshop participants share information and experiences. In the foreground (left to right) are Western Region ACMs Patricia Villalobos, Edna Chavez, and Laurie Porras.



At the ACM Workshop, Jean Grotophorst presents COL Fuller and the entire ASC with a memento of appreciation on behalf of the Competitive Development Group year group 1998 (CDG YG98). Others pictured left to right are Mark Reavis, Amelia Hatchett, and Deborah Pinkston, all Southern Region members of the CDG YG98. The pyramid shaped memento has a CDG pin encased inside and represents the Acquisition Career Management Plan.

### Correction

In the “ATAP Application Process” article printed in the winter 2002 issue of *The A&TWF Newsletter* (page 10), we mistakenly wrote that you should contact your local ACM or regional CSO with any curriculum changes. You should contact the following NCR CSO points of contacts with any curriculum changes or questions about the ATAP application process: April Fortenberry, (703) 805-1006, DSN 655-1006, **April.Fortenberry@aaesa.belvoir.army.mil**; or Tammy Hughes, (703) 805-1094, DSN 655-1094, **Tammy.Hughes@aaesa.belvoir.army.mil**. The ATAP Program is run exclusively from the NCR CSO. We apologize for any confusion or inconvenience.



## Guest Editorial

**The Army's Enlisted A&TWF: Extending Military Capabilities**

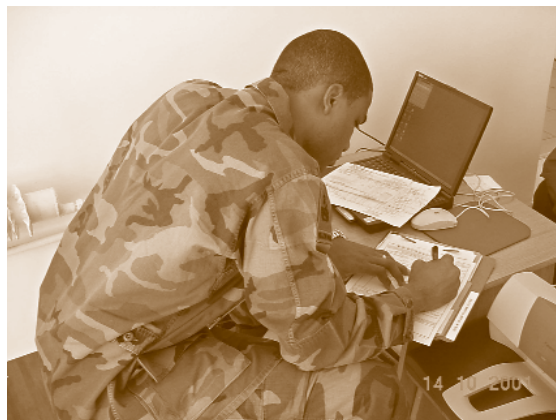
Submitted by SGM Ethan A. Jones  
U.S. Army Contracting Command Europe

As part of an initiative to support the Army's transformation in the 21st century and to support the warfighters during rapid and sustainment contingency contracting operations, LTG Paul J. Kern, former Military Deputy to the Assistant Secretary of the Army for Acquisition, Logistics and Technology; and Director, AAC; and now Commander, Army Materiel Command, implemented the Army Enlisted Acquisition Workforce Program. This program is designed to support the warfighters on two fronts: garrison base contracting and contingency contracting operations by using Noncommissioned Officers (NCOs) in the field of acquisition and contingency contracting. Contracting has proven to be an effective force multiplier in military operations such as Desert Storm/ Desert Shield and during peacekeeping operations. The Army has extended their existing military capabilities by presenting alternative sources of supplies and services in locations where none were thought to exist previously.

The U.S. Army Total Personnel Command Quartermaster Career Assignment Branch and the Chief, NCO AAC Proponency Office, screen, evaluate, and select highly skilled and trained NCOs E-5 (P) through E-8 from the Quartermaster Corps to be members of Army's Enlisted A&TWF. After selection, the NCOs are enrolled into three mandatory courses taught by the DAU: Basics of Contracting 101, Principles of Contract Pricing 104, and Contingency Contracting 234. After completing these courses, the soldier receives an Additional Skill Identifier: GI (Contract Agent). All enlisted acquisition workforce members receive the same training, education, and professional development opportunities as their officer and Department of the Army civilian counterparts.

Contingency contracting NCOs prepare and execute contract support plans for introduction, sustainment, and retrograde of Army forces conducting joint and combined exercises, humanitarian assistance, contingency, or war operations; deploy on short notice and serve as warranted contracting officers; purchase, rent, or lease supplies and equipment with the primary objective of being a force multiplier in direct support of the warfighters; and ensure contracts are valid and legally enforceable documents in compliance with applicable procurement regulations.

Our sister services and branches have accessed and used enlisted personnel in the field of contracting for decades. The Marines access Corpsmen in the field of contracting primarily from the supply administrative military occupational skill (MOS). These NCOs are required to successfully complete six months of mandatory on-the-job training. The Air Force has always had a well-established and well-defined career development program for its Airmen in the field of contingency contracting. The Air Force accesses NCOs from the senior airman to master sergeant grades as well as raw recruits. If a MOS is approved, Army enlisted personnel who meet the prerequisites may have the opportunity to be accessed into the new contracting MOS. Contingency contracting NCOs adhere to strong and sound leadership principles and have the technical know-how to make the decisive and tough decisions the field requires and demands.



SSG Christopher Bowers (right), MOS 92A, was one of the first NCOs in the Army Enlisted Acquisition Workforce Program assigned to U.S. Army Reserves, Europe to work in contracting operations. He is currently assigned to the Wiesbaden Regional Contracting Center, Wiesbaden, Germany, which recently supported V Corps joint military exercise, "Victory Strike II" in Poland, where he facilitated contracts to support retrograde of class I, lease vehicles, maintenance, supplies, and service contracts.

## **New AAC Career Management Handbook and AETE Catalog Available on AAC Home Page**

The Army Acquisition Corps Career Management Handbook 2002 and the Acquisition Education, Training and Experience 2002 Catalog are now available on the AAC home page at <http://dacm.rdaia.army.mil>. Be sure to check out these important career development references. The Handbook provides you with the basic information you need to plan your career and tells you how to take advantage of career development opportunities available to you as an acquisition professional. The Acquisition, Education, Training and Experience Catalog outlines opportunities that will assist you in attaining career progression in accordance with the Acquisition Career Development Plan. You are the best manager and advocate for your own career. These documents will help you be competitive and advance your career by outlining appropriate training, education, and experience opportunities.

# Senior Service College Selections Announced

**Submitted by James Welsh**  
Educational and Training Specialist  
Acquisition Support Center  
Office of the ASA(ALT)

The Acting Deputy Director, Acquisition Career Management is pleased to announce the selection of the following civilian members of the AAC to the 2003 class of the Senior Service College Fellowship Program at the Industrial College of the Armed Forces (ICAF), located at Fort Lesley J. McNair, Washington, DC. The ICAF class of 2003 begins Aug. 12, 2002, with graduation scheduled for June 13, 2003. Congratulations to the following selected fellows:

## James Bozzard

Senior Acquisition Procurement Analyst  
Headquarters  
Army Materiel Command  
Alexandria, VA

## Robert Golden

Project Manager  
Defense Communications and Army  
Transmission Systems  
Office of the Program Executive Officer  
Enterprise and Information Systems  
Fort Monmouth, NJ

## Dr. Myra Gray

Product Manager  
Counter Intelligence/Human Intelligence  
Hardware Systems  
Office of the Program Executive Officer  
Command, Control and Communications  
Systems  
Fort Belvoir, VA

## Robert Morris

Project Manager  
Tank-Medium Caliber Armament Systems  
Office of the Program Executive Officer  
Command, Control and Communications  
Systems  
Picatinny Arsenal, NJ

## Daniel Pierson

Director, Systems Integration  
Office of the Program Manager  
Objective Force  
Program Executive Office, Ground  
Combat Support Systems  
Arlington, VA

## Clifton Reynolds

Senior Computer Specialist  
Office of the Director  
Information Systems  
Command, Control, Communications and  
Computers  
Office of the Secretary of the Army  
Pentagon

## John Schatz

Director of Systems Integration  
Objective Task Force  
Crystal City, VA

## Christopher Vuxton

Senior Procurement Analyst  
Office of the Assistant Secretary of the  
Army (Acquisition, Logistics and  
Technology)  
Falls Church, VA

## About the Senior Service College Fellowship

The Senior Service College Fellowship Program at the ICAF offers a unique opportunity for civilian members of the AAC to gain advanced education, training, and experience specifically designed for senior civilian acquisition leadership positions. As part of the National Defense University consortium of Senior Service Colleges, the ICAF offers the pre-eminent acquisition course for DOD acquisition professionals.

The Senior Acquisition Course at the ICAF offers students a wide choice of research and elective opportunities in addition to the common core curriculum and two mandatory advanced study courses on acquisition policy. A master's degree in national security strategy is conferred on ICAF students upon graduation. Completion of the ICAF fulfills the Office of Personnel Management's educational requirement for Senior Executive Service status. In addition, program participants earn 10 Continuous Learning Points per quarter hour, 15 per semester hour, and 30 in the year the degree is awarded.

Each year, the AAC is allocated seven of the Army's nine acquisition seats for the ICAF. Selection to attend the ICAF is based on a Department of the Army competitive selection board process. Civilian members of the AAC, Grades GS-14/15 or equivalent pay-band, who currently occupy a Critical Acquisition Position, meet Critical Acquisition Position requirements, and meet application requirements may apply. For application information and requirements, visit the Army Civilian Personnel On Line web site at <http://cpol.army.mil/train/catalog/ch02icaf.html> or the AAC home page at <http://dacm.rdaia.army.mil>. For more information, contact Vernessa Carter, Headquarters, Department of the Army, [Vernessa.Carter@asamra.hoffman.army.mil](mailto:Vernessa.Carter@asamra.hoffman.army.mil), (703) 325-2456, DSN 221-2456, or James Welsh, AAC, [Jim.Welsh@saalt.army.mil](mailto:Jim.Welsh@saalt.army.mil), (703) 604-7116, DSN 664-7116.

## AAC Home Page Has New Look!

Check out the new look of the AAC home page! "We were shooting for an easier, more intuitive home page that didn't include the drop down menus," says site web-designer Brian Wells. "We had some complaints about new versions of browsers not supporting the JavaScript and the users not being able to see them. The new site also meets the Army's position on Section 508 compliance, making it accessible to people with disabilities." Webmaster Lisa Moye adds, "The concept behind the redesign was to allow our web site to flow easily with other Army web sites." Visit the site at <http://dacm.rdaia.army.mil> and let us know what you think!



## NPS Grads

Congratulations to the following March graduates from the Naval Post-graduate School:

### Master of Science in System Acquisition Management:

#### CPT Tommie Lucius

Combined Arms Support Command  
Fort Lee, VA

#### MAJ Kevin Nash

Army Research and  
Development Center  
Picatinny, NJ

#### MAJ Michael Rodriguez

Command and General Staff College  
Fort Leavenworth, KS

#### MAJ Trevor Shaw

Command and General Staff College  
Fort Leavenworth, KS

#### MAJ Theodore Perryman (*with distinction – top 10 %*)

Command and General Staff College  
Fort Leavenworth, KS

#### CPT James Thorne

Army Test and Evaluation Command  
Alexandria, VA

### Master of Science in Aeronautical Engineering:

#### CPT Ronald Volkin

TRADOC  
Fort Rucker, AL

### Advanced Acquisition Program:

In addition, the first graduating class of the Advanced Acquisition Program (listed below) earned their Level III certification in Program Management in March. All are from TACOM, Warren, MI.

#### Sherrie Adair

Office of the Chief Information Officer

#### Don Adams

PM Bradley

#### Linda Askew

PM Armored Vehicle Launched Bridge

#### Sue Balakier

PM Petroleum and Water Systems

#### Jan Boatman

PM Light Armored Vehicle

#### David Cadez

PM Bradley

#### Jay Cox

PM Abrams

#### Mary Craig

PM Bradley

#### Sally Doan

PM Abrams

#### Patricia Grashik

PM Light Tactical Vehicles

#### Joel Grgurich

PM Force Protection

#### Linda Hefferan

PM Light Tactical Vehicles

#### Kevin Houser

PM Abrams

#### Brenda Lawfield

PM Abrams

#### Gilbert Liptak

Foreign Military Sales

#### Don Livingston

PM Abrams

#### Susan Mahar

PM Bradley

#### Anthony Misuraca

Deputy  
Systems Acquisition

#### Patrick Papa

PM Grizzly

#### Diane Pasqual

PM Light Tactical Vehicles

#### Brigitte Polcyn

PM Bradley

#### Thomas Polite

PM Light Armored Vehicle

#### Michael Pattison

PM Abrams

#### Grace Reusch

PM Bradley

#### Norma Schuetz

PM Heavy Tactical Vehicles

#### Ron Siegel

PM Abrams

#### Darrol Spurgeon

PM Grizzly

#### Sue Streberger

PM Bradley

#### Shannon Tighe

PM Combat Mobility Systems

#### Ray Verdaglio

PM Abrams

#### Andrea Wolski

PM Abrams

## A&TWF Newsletter Online!

The A&TWF Newsletter is available at the click of a button! Check it out on the AAC home page at <http://dacm.rdaisa.army.mil>.

## DAU Course Listing Available Online

For a complete listing of DAU courses, visit the DAU home page at <http://www.dau.mil/schedules/schedules.asp>

## AUSA Meeting and AAC Ball Set for October

Mark your calendars now for the 2002 Association of United States Army (AUSA) Annual Meeting, Oct. 21–23 at the Marriott Wardman Park and Omni Shoreham Hotels in Washington, DC. This year's theme is "Realizing the Army Vision." The three-day event will feature many activities such as the Army 10-Miler Road Race, military and family forums, and numerous military and industry exhibits, including a brand new AAC exhibit. Visit the AUSA home page at <http://www.ause.org> for the latest information. The annual AAC Ball will be held in conjunction with the meeting and is planned for Oct. 20. Tickets for this gala will be limited. Contact Mary McHale at [Mary.Mchale@saalt.army.mil](mailto:Mary.Mchale@saalt.army.mil) for more information and to reserve your table.



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E-mail: \_\_\_\_\_

Comments/Suggestions: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Send to: Acquisition Support Center  
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Voice: (703) 604-7123, DSN 664-7123

## Suggestion Box

This is your newsletter—we'd like to hear from you about the kind of information you'd like to see in it. If you have ideas for articles or if you'd like to submit an article for possible publication, please send it to the address below. We'd also like to know what you think about our newsletter and any suggestions you have for making it better.

### The Army Acquisition & Technology Workforce Newsletter

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